



Tips On Keeping Your Volunteers

Volunteer Kamloops

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Special Points of Interest:

- ☺ Written by volunteers for volunteers and organizations
- ☺ Printed quarterly

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In our last edition we discussed how to attract volunteers to your organization. Now that you've got them, how do you keep them engaged? Volunteers are giving of their time to help out your organization, it is important to follow these tips to keep them coming back again and again:

1. Find Out Your Volunteers' Motives

It is important to find out why they are volunteering for your organization. You would not want to put a volunteer who wants to meet new people in the back room stocking shelves. By knowing the why, you can put them in a suitable position that matches their motives.

2. Tell Volunteers What You Expect

Providing training to the volunteer will help them understand their position and how it impacts the big picture. Discuss the normal requirements of the

volunteer and if there is room to advance after demonstrated good work. A volunteer manual is helpful in letting volunteers know expectations around hours, absences, and basic office policies. Check in with your volunteers, let them provide feedback. Opening the lines of communication ensures that the volunteer will also feel comfortable hearing feedback from you as well.

3. Make Volunteering Convenient

Be flexible with your volunteer hours. This ensures that the volunteer does not feel obligated to come in. They fit volunteering into their schedule and enjoy the flexibility. Perhaps try negotiating a certain number of hours per week or month but be flexible about the days the volunteer comes in.

4. Make Volunteering Fun

Think of innovative ways to make volunteering fun. For example, one organization that

helps low-income girls prepare for college invited student volunteers to give talks about their college experience. Those volunteers weren't stepping into professional staff roles, but they were taking the pressure off the staff, and breathing new life into the program.

5. Show Appreciation

Let your volunteers know that what they are doing is helping your organization and advancing the cause. Showing appreciation is as easy as thanking them for their work, planning a volunteer appreciation celebration, holding an annual volunteer party, nominating your volunteers for the Volunteer Kamloops Recognition Award.

For more information on retaining volunteers visit <http://www.nolo.com/legal-encyclopedia/nonprofit-volunteers-top-five-tips-30075.html>

VOLUNTEER READINESS WORKSHOPS

START DATE: Saturday, September 19

TIME: 12 p.m. – 2 p.m.

Volunteer Readiness Workshops are open to Mental Health Consumers. The workshops consist of **6 different modules** to provide readiness to volunteer in the community. A commitment of **6 Saturdays for 2 hours** is beneficial and a certificate is issued at the end of the workshops. **Snacks and refreshments are provided** at each workshop.

As an added bonus an extension course (i.e. **Food Safe, First Aid**) is also available for anyone completing all 6 workshops.



If you know of anyone interested in attending or need more information, please call Edith at 250-372-8313 or email edith@volunteerkamloops.org

Advice For Volunteers : How To Network While Volunteering

Volunteering exposes individuals to new fields, fields of work that one might not have considered prior to being a participant. Volunteers looking to expand their horizons for the purposes of learning new skills, being part of a different or new social demographic or just wanting recognition on their resume, should step in the door with an open mind. Networking while volunteering is inevitable as individuals get a first-hand chance to meet the organizers behind the scenes, socialize with community authority figures and work with different professionals. At times, individuals not volunteering in the stream or field of a future career they wish to pursue will still compre-

hend certain universal professional traits that may shape and discipline their career goals. Volunteering can help increase an individual's professional network as board members, organizers, directors or even colleagues can prove to be credible references for one's resume. Some basic guidelines to remember while volunteering:

- Individuals must always prioritise the fundamental purpose of volunteering, an opportunity to give back to the community, perform the assigned duties well and in the midst of volunteering, one may develop a meaningful positive impact on the community surrounding themselves with positive people.

- Volunteering not only impacts one's professional network but also helps individuals raise their self-confidence.
- Volunteers should visit their local Volunteer Organization (Volunteer Kamloops, for example) for advice on the many different volunteer opportunities available and be connected with one that best suits their interests and needs.

Info taken from Downtown ECHO, FEBRUARY 12, 2015, Volume 14, Number 6 and Volunteerkamloops.org.

Skills I Learned While Volunteering Helped My Paid Position!

"Some skills I gained at Volunteer Kamloops that have helped me at my new job are: organization skills for things like filing, attention to detail for data entry, and customer service skills for things like answering the phone and helping visitors in the office. A lot of the training I had at Volunteer Kamloops for things like using the copy machine, scheduling appointments,

taking messages and answering calls, etc. has been really useful in my new position. I had an amazing experience volunteering at Volunteer Kamloops. I made so many great connections and learned a lot of new skills. Having work experience in an office setting was a big asset for me going into my new job, so I definitely recommend volunteering before employment. I

think it's a good way to gain new skills and experience that will help you as an employee. I also think the community involvement and connections you can make are big personal benefits of volunteering too." ~ Alli Rideout 2015

Alli Rideout now has a paid position in an office in Kamloops

Volunteering Gave Rodney Access To A New Job

Rodney Jackson has been volunteering since 2011 and he puts in as many hours at the YMCA as he can. "I love it! I learn something new everyday!"

He also works part time at Dorian's Restaurant after going to school to prep for his new job. "By volunteering at the YMCA,



lot of rewards with volunteering: you're

It made this happen, I got access to this new job." Rodney says that there are a

always meeting new people, you could get a new job and volunteers are assets to the community. Rodney has some advice for people thinking of whether they should volunteer or not: "If you are a committed person, you'll have a fun experience, and get as many volunteer hours as possible."

A Volunteering Chuckle For You

Going To The Zoo ...

A man was delivering penguins to the zoo when his van broke down on the highway. A fellow stopped to see if he could be of assistance. "Oh, I'm in some real trouble here" said the first man. "I've got to take these penguins to the zoo today, and now I'm not sure I'll get there."

The helpful fellow volunteered to put the penguins in the back of his car and take them to the zoo. The man with car trouble gratefully accepted this offer and prom-

ised to get to the zoo as soon as possible.

A little later, the man was on the road again and went immediately to the zoo. He looked everywhere but did not see the helpful fellow or any of the penguins. In a panic, he drove back into town. Just as he was wondering what in the world to do next, he saw the "volunteer" walking across the street with all the penguins waddling along behind him.

He ran up and said, "What are you doing here? I thought you were going to take the

penguins to the zoo!" and the volunteer replied, "I did, and we had such a good time there, we decided to come into town for ice cream."

Moral: When working with volunteers, clear instructions and good training is always necessary.

Benefits Of Volunteering: Job Skills

Volunteering helps individuals enhance their practical skills due to interacting with different people from all walks of life and relating to them on certain levels. It requires dedication and commitment that helps one set limits and boundaries, develop a routine and follow a schedule that can prove to be useful in the work force.

Volunteering and serving the community has its own rewards, it can impress a potential future employer as they can see that when unemployed, the applicant continued to find useful ways to occupy his/her time which in turn may give the volunteer a leg up compared to other potential applicants. Giving one's time to the com-

munity can lead to developing an already existing skill further and at times even allow volunteers to discover a new or an additional career. Volunteerism not only improves our personal sense of identity in the community but also promotes our daily on-going networks within society. Downtown ECHO, FEB.12, 2015, Volume 14, Number 6 .

Board Members Needed

At Volunteer Kamloops you can have a direct impact on hundreds of Kamloops citizens and over 60 different non-profit organizations. Volunteer Kamloops is looking for community minded, committed individuals to join our Board of Directors. This is a chance for you to join a talented (and fun) team at early stage of our new 3-year strategic period. There are

many projects coming up over the next 1-3 years and Directors choose which tasks they want to work on based on their interests and talents. Previous board experience is an asset but is certainly not required. A strong sense of accountability, good communication skills and a collaborative spirit are an absolute must. We are looking for a minimum 1 year commit-

ment, and our Board meets the first and third Tuesday evening of each month (with a break over the summer). You'll have a chance to meet our team and learn more about the role and organization before deciding to join. If you are interested, or know someone who might be, please contact us at info@volunteerkamloops.org or 250-372-8313.

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Connecting Volunteers
Building Community



Volunteer Kamloops

Mission -Engaging a community that volunteers

Vision -The community of Kamloops is strengthened through our promotion of the many values and benefits of volunteering, and our support in the form of volunteer recruitment and referral as well as resources, tools and learning opportunities to develop effective volunteer programs.

Upcoming Volunteer Opportunities

AIM Foundation

Event Volunteers - The AIM Foundation is looking for volunteers to help out with the Walk/Run Career Mentorship event on Sept. 27. Volunteer positions: registration/info table, race crew, first aid station, and post-race volunteers. The volunteers should be friendly, enthusiastic and helpful. 19+ to volunteer. dawn.AIMfoundation@gmail.com

Canadian Breast Cancer Foundation

CIBC Run for the Cure Organizing Committee - Be part of the Canadian Breast Cancer Foundation CIBC Run for the Cure organizing committee and a dynamic

team raising funds towards breast cancer research in your local community from Mar. to Nov. 2015 (Event takes place on Sun. Oct. 5, 2015). Positions to be filled: Co-Run Director, Fundraising, Co-Run Director, Logistics. 19+ to volunteer. 1-800-561-6111 Ext: 242.

Communities In Bloom

Communities In Bloom Symposium Volunteers - Communities In Bloom is looking for volunteers to help out for their C.I.B. Symposium and Awards event from Sept. 30 to Oct. 3. Positions: registration/hospitality desk, delegate bags assembly, events set-up/tear down, greeters/information hosts, silent auction bids, mer-

chandise sales, security patrol, hotel and bus hosts. 14+ to volunteer. 250-828-3582.

Elizabeth Fry Society

Resource Development Committee Member - The volunteers will work with the Executive Director and the Fund Developer to develop and implement the Society's fund development plans. This will include assisting in the planning of the 3rd Annual Hearts for Homes Gala in November. Having fundraising & event planning experience, high energy, and passion for the Society's mission are assets. 19+ to volunteer. 250-374-2119 Ext: 209.